

THE IMPLEMENTATION INFLUENCE OF INDONESIAN GOVERNMENT REGULATION POLICY NUMBER 53 YEAR 2010 ABOUT THE DISCIPLINE OF GOVERNMENT EMPLOYEES AND THE RELATION TO INCREASE THE PERFORMANCE OF GOVERNMENT SERVICES (CASE STUDY IN DISTRICT OF MAJALENGKA)

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ABSTRACT

The purposes of this research are to cognize the implementation influence of Indonesian Government Regulation Policy Number 53 Year 2010 about the discipline of government employees and the relation to increase the performance of government services in District of Majalengka . The methodology of this research based on the quantitative model analysis using statistical analysis measurement of the coefficient correlation and t-test. The respondents are the patriarchs as the research object. The sampling technique used is stratified random sampling with 60 patriarchs (persons) as samples. The object of this research is in District of Majalengka.

The research proves that the implementation of Indonesian Government Regulation Policy Number 53 Year 2010 about the discipline of government employees and the relation to increase the performance of government services succeed and the government services performance increased significantly. The increasing of the government services performance was not separated from the supporting and the obstacles factors in implementing the regulation policy.

KEYWORDS : *Influences, Implementation, Regulation Policy, Discipline Of Government Employees*

Received: Mar 08, 2016; **Accepted:** Mar 15, 2016; **Published:** Apr 08, 2016; **Paper Id.:** IJHRMRAPR201605

INTRODUCTION

In the Indonesian Government Regulation Policy Number 53 Year 2010 about the discipline of government employees, discipline signify us about the ability of government employees to comply with obligations and avoid the prohibited which are specified in the regulation policy. Any irrelevancy would be sentenced to disciplinary punishment. Government employees are people who work in government environment to serve the civil society, both central government or local government (Regulation Policy Number 53, 2010). By the existence of these regulations, human resources (in this case government employees) have an important role in implementing the regulations. Human resources are a very important key of the successfulness of the organization, so the discipline attitude needs to improve the employee's performance. But the discipline should be accompanied with the ability to think rationally (Sondang P. Siagian, 2008: 181) as the demands of organizations to acquire, develop and retain the qualified human resources in accordance with the dynamic environment that is always changing. Changes need to get the support of top management as a guide of the first important steps, not just lip service only.

(Wilson Bangun, 2012: 200).

Regulation policy generally used to select the most important choice in strengthening life, both in government environment and private organizations. Regulation policy should not contaminated by politics or alignments that based by own interests. Regulation policy is a provision to applied in consistently and repetitive by the regulator or by the obedient (Sahya Anggara, 2014: 14). In order for the policy run well, the most important key is the implementation process, which are : communication dimension, human resources, disposition (the attitude of the executor) and bureaucracy structure. But the discipline will grow and run well based by: the amount of compensation, examples by the leader, definite rules that can be used as a basis, leadership courage in taking an action, supervision of the management, attention to employees and creating new habits that support the establishment of discipline.

LITERATURE REVIEW

METHODOLOGY

The methodology of this research based on the quantitative model analysis using statistical analysis measurement of the coefficient correlation and t-test. The respondents are the patriarchs as the research object. The sampling technique used is *stratified random sampling* with 60 patriarchs (persons) as samples. The object of this research is in District of Majalengka.

RESULTS AND DISCUSSIONS

RESULTS

The variable relation between the implementation influence of Indonesian Government Regulation Policy Number 53 Year 2010 (X) and the performance of government employees in District of Majalengka (Y) based on the interpretation of classification table showed $r_{xy} = 0,7250$. This number is in high classification interpretation category which means that the implementation of this government regulation (X) provides a high influence on employees performance in District of Majalengka (Y).

Furthermore, the significance test shows that $t_{count} = 6,848 > t_{table} = 1,241$. So the t_{count} is in the rejection area of H_0 . The significance test used to determine the influence between variables. In conclusion, hypothesis about the Government Regulation (X) succeed and the government services performance increased significantly can be accepted because it based on the fact. The magnitude of the influence of the Government Regulation Policy on the government employees performance is determined by the value of determination coefficient of 46,34%.

DISCUSSIONS

The implementation is a process to understand what happened after the program is declared or formulated. The focus of the implementation is about an event or activities that occur in the society and the influence to the society (Ibid). Government employees are a country's human resources that employ to serve the society professionally, honestly and work in justice with loyalty and based on The Principle of Pancasila and UUD 1945. Every government employees should: (1) Declare and swear their promise as a government employees; (2) Declare their position's swear; (3) Loyal and obey The Principle of Pancasila, UUD 1945, Republic of Indonesia and The Government; (4) Obey the government regulation policy; (5) Do their obligations with subservience and consciousness; (6) idolize the country's honor, government and dignity of government employees; (7) Make the government purposes as priority than self-priority, somebody's priority or group's priority; (8) Keep the country's confidential; (9) Work with honestly, discipline, precise, and full of motivated for

country's purposes. (10) Report directly to their highest level of position if they know there is something (someone) that dangerous or give losses for the country or the government especially in safety, financial and material. (11) Obey the work hour system. (12) Reach the employee's goals that stated. (13) Use and maintain government stuff as well as possible. (14) Give services to residences as well as possible. (15) Lead the lower level position when doing the job. (16) Give an opportunity to the lower level position to develop their career. (17) Obey the ministry's regulation that stated by the authority (Ibid, PP No. 53). Because of that all government employee should pay attention to the new public service principle in comprehensive (Dendardt, J.V. and RB. Denhardt, 2003: 42-43), it means that:

- Serve the citizens not as customers; the public interest is a result of a dialogue about shared values rather than the aggregation on individual self-interest. Therefore, public servants do not merely respond to the demand of "customers" but rather focus on the relationship, trust and also should be collaborative with citizens.
- Seek the public interest: public administrators must contribute to build a collective & shared public interest. The goal is not to find quick solutions driven by individual choices. But rather, it is the creation of shared interest and shared responsibility.
- Value of citizenship over the entrepreneurship: the public interest is better advanced than public servants and citizen that committed to making a meaningful contribution to the society than by entrepreneurial managers who act like the government's public money is their own.
- Think strategically, act democratically; policy and government programs should meet to the public needs, so it can be effectively and responsibly achieved through a collective efforts and collaborative processes.
- Recognized that accountability is not simple; public servants should be attentive more than the market; they also should attend to statutory, constitutional law, society values, political norms of professional standards, and citizen interest.
- Serve rather than steer; it is very important for public servants to do their job, value-based leadership in helping citizens articulate and meets their shared interests rather than attempting to control or steer the society by directions.
- Value of people, not just productivity; public organizations and the networks which are participated, more like to be successful in the long run if they are operated through processes of collaboration and shared leadership by respect for all people.

The principle of new public service in comprehensive involve to the performance problem. In Kamus Besar Bahasa Indonesia (Indonesian Dictionary) stated that "performance" is (1) everything that achieved, (2) the achievement that can be seen, (3) working ability (Depdikbud: 1989). Therefore, "performance" means a result of work that achieved by someone when doing their job and obligation based on their ability, experience, seriousness and time management

When doing their job, government employees need a bureaucratic behavior. Bureaucratic behavior is the most important part to manifest the good government environment system. This is important because the bureaucracy behavior is very inherent with the behavior of government apparatus in doing the public services. In other hand, a good government

apparatus will serve the society well. That's the reason why the bureaucratic behavior should be a core focus of government to do their vision and mission for the public services (Iwan Satibi, 2012: 205).

The orientation of someone behavior are based on their goals. It shows that someone behavior is motivated by his desire to achieve many specified goals in general (Dharma Agus, 2008: 15). The behavior of someone is influenced by how big the motivation and desire of someone to achieve the goals. The orientation of behavior is the goals (Josef Winadi, 2000: 140). The specified goals may be unconscious by someone. This opinion hint that someone motivation as a functional also give a contribution to someone attitude and behavior in achieving the goals.

CONCLUSIONS

The result of this research proves that the implementation of Indonesian Government Regulation Policy Number 53 Year 2010 about the discipline of government employees and the relation to increase the performance of government services succeed and the government services performance increased significantly. The increasing of the government services performance was not separated from the supporting and the obstacles factors in implementing the regulation policy.

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